

## **Reconciled motions from 2024 Extraordinary General Meeting Provided for information**

CifA held an Extraordinary General Meeting on 9 April 2024 to discuss two motions concerning salaries. Both motions were passed by members but were incompatible on key points.

The Board recognised the need to reconcile both motions and created a Commission in November 2024 to review these. The Board approved the reconciled motions in January 2024 and these are provided for information.

The reconciled motions take into account points of agreement in both motions, along with managing risks in line with legal advice. They focus on the outcomes that both motions seek to achieve, rather than the mechanics in each.

1. Each year, CifA will issue aggregated factual information on salaries in the sector, compiled from publicly advertised roles. CifA will supplement this aggregated factual salary information with comparisons of salaries in other relevant professions and, as data becomes available, historical trends in archaeological salaries. Together, this aggregated factual data and the comparisons will be termed 'salary benchmarking'. Producing and publicising this factual information each year will be a core function of the Institute.
2. CifA will use this aggregated factual salary benchmarking information to promote improvements in salaries within the sector. This will include, minimally:
  - distributing salary benchmarking information to all CifA members and registered organisations
  - proactively sharing salary benchmarking information with relevant stakeholders (eg unions, trade groups, parliament, other professional bodies) as part of its regular engagement.
  - making this salary benchmarking information publicly accessible (eg via the CifA website)
3. CifA will develop, maintain and promote fact-based tools, along with training, support and advice, so members and Registered Organisations can make informed decisions about salaries.
4. So that salary benchmarking will be of greatest use to CifA members and registered organisations, it will be released around the same time each year.

The Board maintains its commitment to CifA's [policy on pay](#)